



QUALIFICATIONS PACK - OCCUPATIONAL STANDARDS FOR HANDICRAFTS AND CARPET INDUSTRY

What are Occupational Standards(OS)?

- OS describe what individuals need to do, know and understand in order to carry out a particular job role or function
- OS are performance standards that individuals must achieve when carrying out functions in the workplace, together with specifications of the underpinning knowledge and understanding

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Introduction

Qualifications Pack – Painter (Metal Handicrafts)

SECTOR: HANDICRAFTS AND CARPET

SUB-SECTOR: Metalware

OCCUPATION: Painting and Plating

REFERENCE ID: HCS/Q3101

ALIGNED TO: NCO-2015/7132.0201

The Painter is responsible for preparing the enamel, preparing the surface of the jewel, Coloring and painting the surface of the jewel, lacquering the metal surface, checking for defects, ensuring it matches the prescribed design and requirements, adhering to quality standards

Brief Job Description: The individual at work is responsible to prepare the paint and apply the color paint and then lacquer on the surface of the metal. He/She decorates and protects the metal surface with a fixed color stamping on it. This hardens the metal and extends its working life preventing rust and wear out of metal

Personal Attributes: The job requires the individual to have: attention to details, good eyesight, steady hands, ability to sit in same position for longer hours, patience and creativity.



Job Details

Qualifications Pack Code	HCS/Q3101		
Job Role	Painter (Metal Handicrafts)		
Credits(NSQF)	TBD	Version number	1.0
Sector	Handicrafts and Carpet	Drafted on	13/03/15
Sub-sector	Metalware	Last reviewed on	09/01/18
Occupation	Painting and Plating	Next review date	09/01/20
NSQC Clearance on	05/02/2018		

Job Role	Painter (Metal Handicrafts)
Role Description	Preparing the enamel, preparing the surface of the jewel, Coloring and painting the surface of the jewel, lacquering the metal surface, checking for defects, ensuring it matches the prescribed design and requirements, adhering to quality standards
NSQF level	4
Minimum Educational Qualifications	Basic literacy; preferably 5th class pass
Maximum Educational Qualifications	Not Applicable
Training (Suggested but not mandatory)	Not Applicable
Experience	Not Applicable
Applicable National Occupational Standards (NOS)	<p>Compulsory:</p> <ol style="list-style-type: none"> HCS/N3101 Perform pre painting requirements HCS/N3102 Apply paint on the metal surface HCS/N3103 Lacquer the metal surface HCS/N9901 Coordinate with colleagues and work as a team HCS/N9902 Maintain safe work environment HCS/N9903 Maintain personal health HCS/N9904 Basic business management
Performance Criteria	As described in the relevant OS units



Definitions

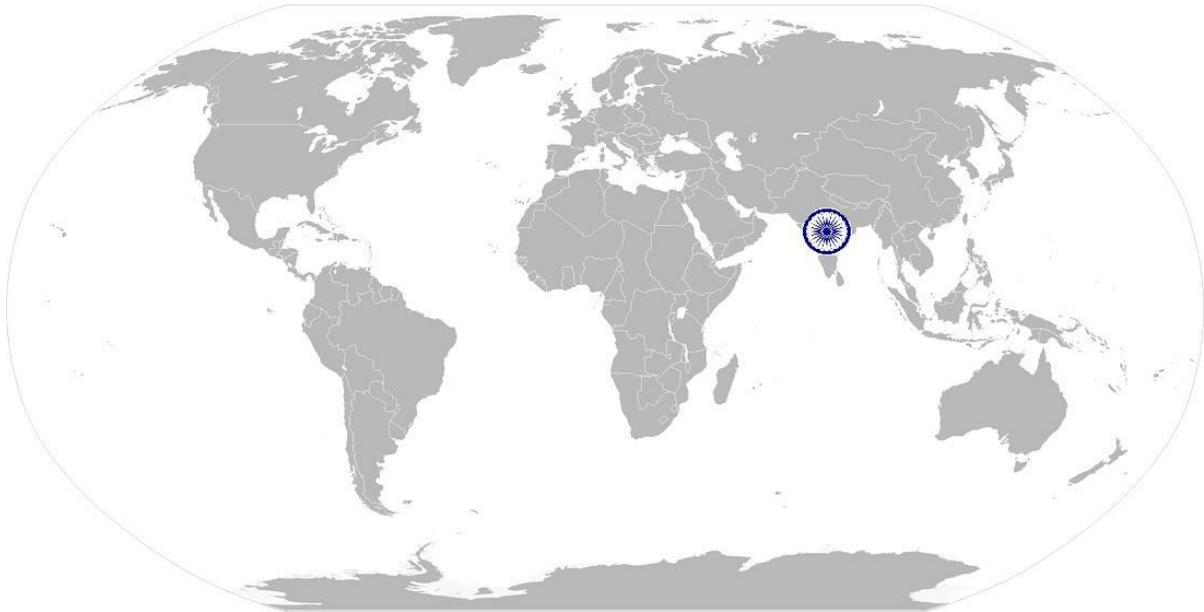
Keywords /Terms	Description
Sector	Sector is a conglomeration of different business operations having similar businesses and interests. It may also be defined as a distinct subset of the economy whose components share similar characteristics and interests.
Sub-sector	Sub-sector is derived from a further breakdown based on the characteristics and interests of its components.
Vertical	Vertical may exist within a sub-sector representing different domain areas or the client industries served by the industry.
Occupation	Occupation is a set of job roles, which perform similar/related set of functions in an industry.
Function	Function is an activity necessary for achieving the key purpose of the sector, occupation, or area of work, which can be carried out by a person or a group of persons. Functions are identified through functional analysis and form the basis of OS.
Sub-functions	Sub-functions are sub-activities essential achieving the objectives of the function.
Job role	Job role defines unique set of functions that together form a unique employment opportunity in an organization.
Occupational Standards (OS)	OS specify the standards of performance an individual must achieve consistently while carrying out a function at the workplace. Occupational Standards as set of competencies is applicable both in Indian and overreaching global contexts.
Performance Criteria	Performance Criteria defined for a task are statements that together specify the standard of performance while carrying out the task.
National Occupational Standards (NOS)	NOS are Occupational Standards which apply uniquely in Indian context.
Qualifications Pack Code	Qualifications Pack Code is a unique reference code that identifies a qualifications pack.
Qualifications Pack(QP)	Qualifications Pack comprises set of OS, together with the educational, training and other criteria that are required to perform a job role satisfactorily at workplace. A Qualifications Pack is assigned a unique qualification pack code for clear identification.
Knowledge and Understanding	Knowledge and Understanding are statements which together as a set specify the technical, generic, professional and organization specific knowledge that an individual needs to possess in order to perform and meet the required standards consistently.
Organizational	Organizational Context includes the way the organization is structured and how it



Context	operates. It includes elements of operational knowledge contents defined in relation to functioning of an organization that a skilled professional need to possess specific to its precise areas of responsibility.
Technical Knowledge	Technical Knowledge is the specific domain knowledge needed to accomplish the task in combination with other competencies. It is usually coined with specifically designated roles and responsibilities.
Core Skills/Generic Skills	Core Skills or Generic Skills as set are group of skills. It is key to working in today's world. These skills are typically needed in any work environment. In the context of the OS, these include mainly communication related skills that are applicable to most job roles.
Sector	Sector is a conglomeration of different business operations having similar businesses and interests. It may also be defined as a distinct subset of the economy whose components share similar characteristics and interests.
Sub-sector	Sub-sector is derived from a further breakdown based on the characteristics and interests of its components.
Vertical	Vertical may exist within a sub-sector representing different domain areas or the client industries served by the industry.
Occupation	Occupation is a set of job roles, which perform similar/related set of functions in an industry.
Keywords /Terms	Description
SSC	Sector Skill Council
OS	Occupational Standard(s)
NOS	National Occupational Standard(s)
QP	Qualifications Pack
NSQF	National Skill Qualifications Framework
NCO	National Classifications of Occupation
TBD	To Be Determined
HCS	Handicrafts and Carpet Skill Sector Council
NSDC	National Skill Development Corporation



National Occupational Standard



Overview

This unit is about preparing the pre painting requirements to color paint on the jewel surface.



HCS/N3101

Perform pre painting requirements

Unit Code	HCS/N3101
Unit Title (Task)	Perform pre painting requirements
Description	This OS unit is about preparing the pre painting requirements to color paint on the jewel surface
Scope	This unit/ task covers the following: <ul style="list-style-type: none"> • Understand work requirement • Assemble the required raw materials • Prepare the paint • Prepare the metal surface
Performance Criteria(PC) w.r.t. the Scope	
Element	Performance Criteria
Understanding work requirement	To be competent, the user/ individual must be able to: PC1. receive instructions on work requirement from superior – design, colour combinations, type of surface, areas to paint, etc. PC2. plan the target on number of pieces to be completed
Assembling the required raw materials	To be competent, the user/ individual must be able to: PC3. ensure all the raw materials required such as brush, acids, handling materials and other consumables are bought PC4. collect and arrange the materials to begin the process PC5. report on any shortage or defect of raw materials to the concerned person PC6. ensure to stock the required materials in advance PC7. collect the metal product to be painted
Preparing the paint	To be competent, the user/ individual must be able to: PC8. mix the necessary components such as pigments, binder and solvents PC9. blend the components to form the paint for primer coats, intermediate coats and finish coats
Preparing the metal surface	To be competent, the user/ individual must be able to: PC10. inspect the metal surface completely to identify the areas of rust, damage, stains, etc. PC11. ensure these areas are taken special care during the painting process PC12. ensure the surface of the metal is clean and dry, before applying the paint PC13. ensure to wear safety goggles and mask while preparing the surface PC14. remove any traces of oil, dust and grease on the surface so that it does not interrupt the paint to stay on the surface PC15. degrease using solvents or acid solution PC16. remove rust if any on the surface before the painting process PC17. ensure to de-rust using appropriate acid or solvents at appropriate room temperature PC18. perform phosphate coating at room temperature PC19. prepare the surface of the metal even and correct any imperfections PC20. rough up the surface if required
Knowledge and Understanding (K)	



HCS/N3101

Perform pre painting requirements

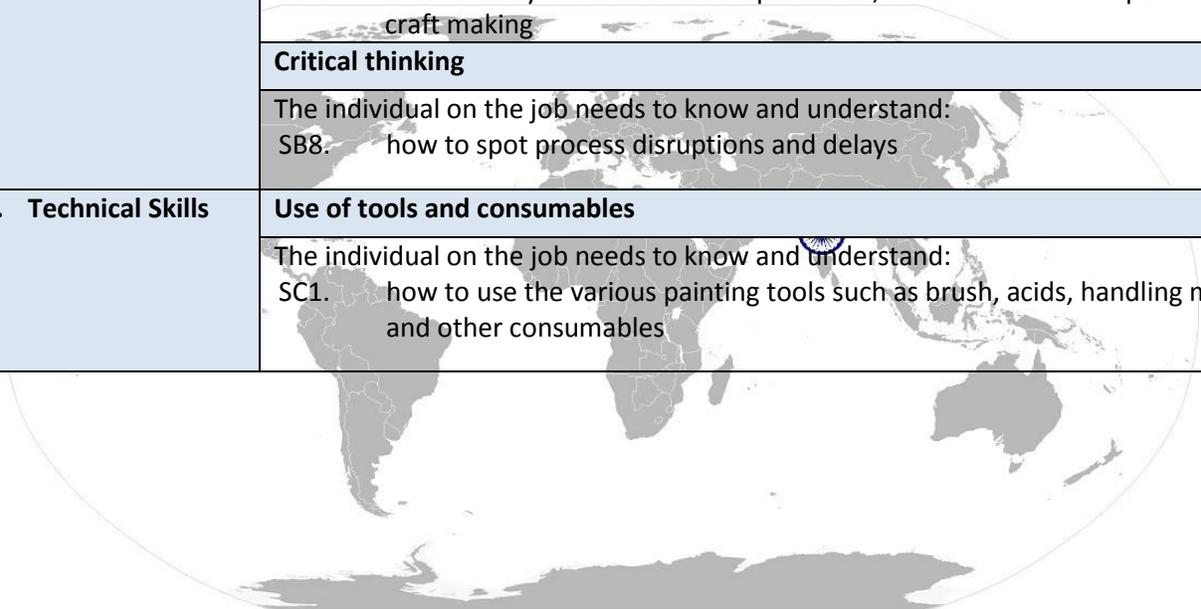
<p>A. Organizational Context (Knowledge of the company / organization and its processes)</p>	<p>The individual on the job needs understand:</p> <p>KA1. company's policies on: incentives, safety and hazards, personnel management and quality standards</p> <p>KA2. workflow involved in metal making making process of the company</p> <p>KA3. importance of the individual's role in the work process</p> <p>KA4. reporting structure</p> <p>KA5. documentation policy</p> <p>KA6. customer profile</p>
<p>B. Technical Knowledge</p>	<p>The individual on the job needs to know and understand:</p> <p>KB1. metalcraft details</p> <p>KB2. metal making process and types of products</p> <p>KB3. various kinds of raw materials involved in the process</p> <p>KB4. different kinds of paint to be used based on the requirement</p> <p>KB5. preparation of the enamel and the metal surface</p> <p>KB6. creating designs and tracing the outline</p> <p>KB7. appropriate temperature to heat</p> <p>KB8. effects of rough and uneven surface of the metal before painting</p> <p>KB9. painting and creativity of designs to paint</p> <p>KB10. tools, consumables and equipments for painting, holding, heating etc.</p> <p>KB11. bringing the required tools and equipments to desired shape</p> <p>KB12. handling the tools and equipments for painting</p> <p>KB13. maintaining the tools and equipments for painting</p> <p>KB14. creating tools and equipments for painting</p> <p>KB15. use of hazardous acids and chemicals</p> <p>KB16. safety standards and precautions to be taken</p> <p>KB17. Quality standards to be maintained</p> <p>KB18. Standard operating procedure</p> <p>KB19. market trend and customer preferences</p>
<p>Skills (S) [Optional]</p>	
<p>A. Core Skills/ Generic Skills</p>	<p>Writing skills</p> <p>The individual on the job needs to know and understand:</p> <p>SA1. how to take notes or read about metal making making techniques</p> <p>Reading skills</p> <p>The individual on the job needs to know and understand:</p> <p>SA2. how to read and write the notes from design</p> <p>SA3. how to read company policy documents</p> <p>Oral communication (Listening and Speaking skills)</p> <p>The individual on the job needs to know and understand:</p> <p>SA4. interact with team members to work efficiently</p> <p>SA5. communicate effectively with supervisor</p>
<p>B. Professional Skills</p>	<p>Decision making</p> <p>The individual on the job needs to know and understand:</p> <p>SB1. how to share work load with the colleagues in the process</p> <p>SB2. how to multi task and deliver the final finished piece on time adhering to quality standards</p>



HCS/N3101

Perform pre painting requirements

	Plan and organize
	The individual on the job needs to know and understand: SB3. how to plan for daily production SB4. how to plan for budget and material requirement
	Customer centricity
	The individual on the job needs to know and understand: SB5. the customer preference, taste, etc and accordingly make crafts
	Problem solving
	The individual on the job needs to know and understand: SB6. how to solve issues relating to material, cost and labour and ensure smooth production
	Analytical thinking
	The individual on the job needs to know and understand: SB7. how to analyse the material requirement, corrective action required during craft making
C. Technical Skills	Critical thinking
	The individual on the job needs to know and understand: SB8. how to spot process disruptions and delays
C. Technical Skills	Use of tools and consumables
	The individual on the job needs to know and understand: SC1. how to use the various painting tools such as brush, acids, handling materials and other consumables



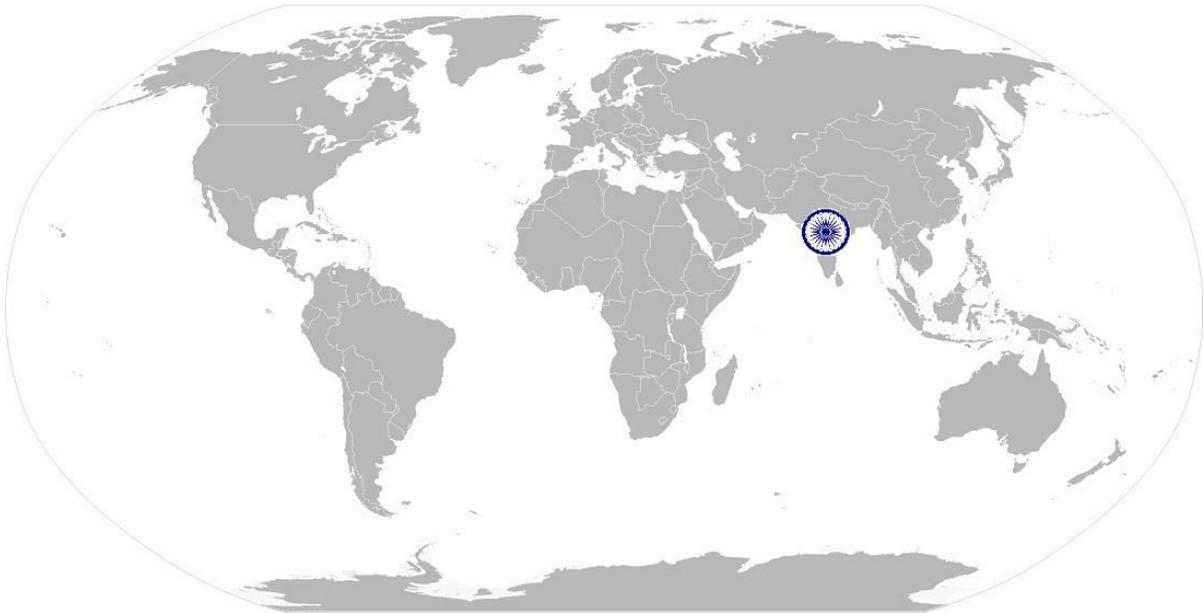


HCS/N3101

Perform pre painting requirements

NOS Version Control

NOS Code	HCS/N3101		
Credits(NSQF)	TBD	Version number	1.0
Industry	Handicrafts and Carpet	Drafted on	13/03/15
Industry Sub-sector	Metalware	Last reviewed on	09/01/18
Occupation	Painting and Plating	Next review date	09/01/20

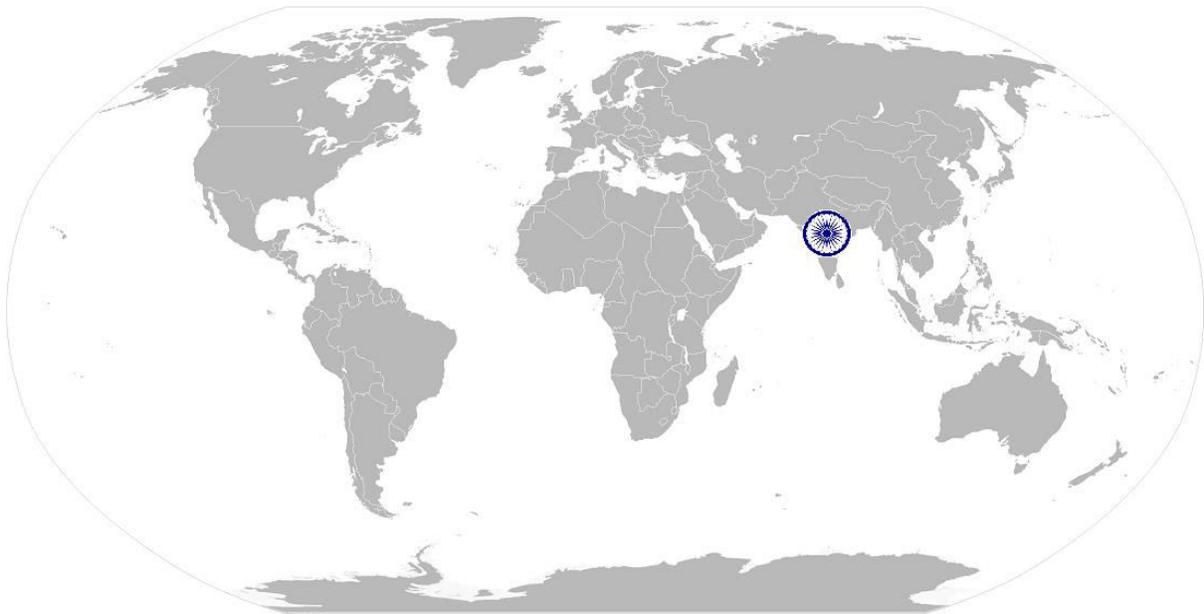




HCS/N3102

Apply paint on the metal surface

National Occupational Standard



Overview

This unit is about painting the metal, setting various colors and patterns on the finished jewel. This is part of finishing stage in the jewel making process. These paints harden and give a long working life to the color on the jewel, preventing rust and wear out of metal with time.



HCS/N3102

Apply paint on the metal surface

Unit Code	HCS/N3102
Unit Title (Task)	Apply paint on the metal surface
Description	This OS unit is about painting the metal, setting various colors and patterns on the finished jewel. This is part of finishing stage in the jewel making process. These paints harden and give a long working life to the color on the jewel, preventing rust and wear out of metal with time.
Scope	This unit/ task covers the following: <ul style="list-style-type: none"> • Paint the metal surface • Achieve quality standards
Performance Criteria(PC) w.r.t. the Scope	
Element	Performance Criteria
Painting the metal surface	<p>To be competent, the user/ individual must be able to:</p> <p>PC1. decide on the appropriate application process and the suitable type of paint to be used</p> <p>PC2. ensure to select the suitable primer paint based on the type of metal being painted</p> <p>PC3. cover the work area with some cloth or paper to avoid spill of paint</p> <p>PC4. apply the color to the prepared surface using brush, roller, spray or other similar equipments based on the requirement and surface of the metal</p> <p>PC5. perform the primer coat, intermediate coat, stripe coats and finish coats as per requirements with the specified prepared paint</p> <p>PC6. ensure to perform painting in a well ventilated and well lightened place</p> <p>PC7. ensure to avoid humid conditions while painting as it can affect the drying of paint</p> <p>PC8. ensure the appropriate room temperature is maintained in the room where painting is carried out</p> <p>PC9. ensure to wear appropriate attire and take necessary eye precautions while painting</p> <p>PC10. shake the paint can if using a sprayer can to paint the metal</p> <p>PC11. apply the paint by dipping or spraying onto the surface</p> <p>PC12. use jigs to hold the metal while painting and ensure not to drop the metal product</p> <p>PC13. ensure the paint doesn't spill over</p> <p>PC14. ensure to use the colors one by one and separate brushes for every color</p> <p>PC15. ensure not to thick coat the paint as it becomes difficult to dry</p> <p>PC16. ensure the various compositions of paints used are compatible with one another</p> <p>PC17. use thinner if specified in the job sheet as per requirement</p> <p>PC18. dry the paint before beginning the second coat</p> <p>PC19. ensure the paint is spread evenly across the metal surface</p> <p>PC20. perform sanding if smoother finish is required</p> <p>PC21. dry the painted surface for the appropriate required time</p>



HCS/N3102

Apply paint on the metal surface

Achieving quality standards	<p>To be competent, the user/ individual must be able to:</p> <p>PC22. ensure the metal completely isolate air and water contact to the metal surface</p> <p>PC23. ensure the coating thickness, durability, color, clarity, etc. are according to the design prescribed and to the customer or client requirement</p> <p>PC24. ensure a hard or smooth and glossy finish as per requirement</p> <p>PC25. ensure the target number of pieces are painted</p> <p>PC26. ensure the color and pattern are according to the</p> <p>PC27. ensure the output delivered is defect free and hazard free</p>
Knowledge and Understanding (K)	
A. Organizational Context (Knowledge of the company / organization and its processes)	<p>The individual on the job needs understand:</p> <p>KA1. company's policies on: incentives, safety and hazards, personnel management and quality standards</p> <p>KA2. workflow involved in metal making making process of the company</p> <p>KA3. importance of the individual's role in the work process</p> <p>KA4. reporting structure</p> <p>KA5. documentation policy</p> <p>KA6. customer profile</p>
B. Technical Knowledge	<p>The individual on the job needs to know and understand:</p> <p>KB1. metalcraft details</p> <p>KB2. metal making process and types of products</p> <p>KB3. various kinds of raw materials involved in the process</p> <p>KB4. different kinds of paint to be used based on the requirement</p> <p>KB5. preparation of the enamel and the metal surface</p> <p>KB6. creating designs and tracing the outline</p> <p>KB7. appropriate temperature to heat</p> <p>KB8. effects of rough and uneven surface of the metal before painting</p> <p>KB9. painting and creativity of designs to paint</p> <p>KB10. tools, consumables and equipments for painting, holding, heating etc.</p> <p>KB11. bringing the required tools and equipments to desired shape</p> <p>KB12. handling the tools and equipments for painting</p> <p>KB13. maintaining the tools and equipments for painting</p> <p>KB14. creating tools and equipments for painting</p> <p>KB15. use of hazardous acids and chemicals</p> <p>KB16. safety standards and precautions to be taken</p> <p>KB17. Quality standards to be maintained</p> <p>KB18. Standard operating procedure</p> <p>KB19. market trend and customer preferences</p>
Skills (S) [Optional]	
A. Core Skills/ Generic Skills	<p>Writing skills</p> <p>The individual on the job needs to know and understand:</p> <p>SA1. how to take notes or read about metal making making techniques</p> <p>Reading skills</p>



HCS/N3102

Apply paint on the metal surface

	<p>The individual on the job needs to know and understand: SA2. how to read and write the notes from design SA3. how to read company policy documents</p>
	<p>Oral communication (Listening and Speaking skills)</p>
	<p>The individual on the job needs to know and understand: SA4. interact with team members to work efficiently SA5. communicate effectively with supervisor</p>
B. Professional Skills	<p>Decision making</p>
	<p>The individual on the job needs to know and understand: SB1. how to share work load with the colleagues in the process SB2. how to multi task and deliver the final finished piece on time adhering to quality standards</p>
	<p>Plan and organize</p>
	<p>The individual on the job needs to know and understand: SB3. how to plan for daily production SB4. how to plan for budget and material requirement</p>
	<p>Customer centricity</p>
	<p>The individual on the job needs to know and understand: SB5. the customer preference, taste, etc and accordingly make crafts</p>
	<p>Problem solving</p>
	<p>The individual on the job needs to know and understand: SB6. how to solve issues relating to material, cost and labour and ensure smooth production</p>
	<p>Analytical thinking</p>
	<p>The individual on the job needs to know and understand: SB7. how to analyse the material requirement, corrective action required during craft making</p>
	<p>Critical thinking</p>
	<p>The individual on the job needs to know and understand: SB8. how to spot process disruptions and delays</p>
C. Technical Skills	<p>Use of tools and consumables</p>
	<p>The individual on the job needs to know and understand: SC1. how to use the various painting tools such as brush, acids, handling materials and other consumables</p>

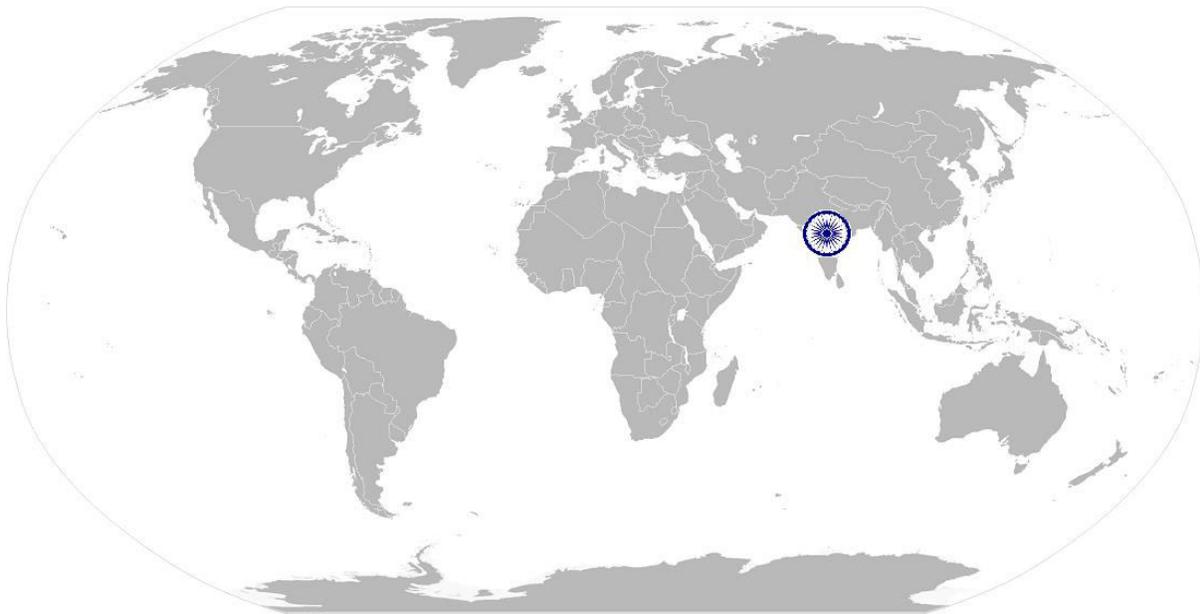


HCS/N3102

Apply paint on the metal surface

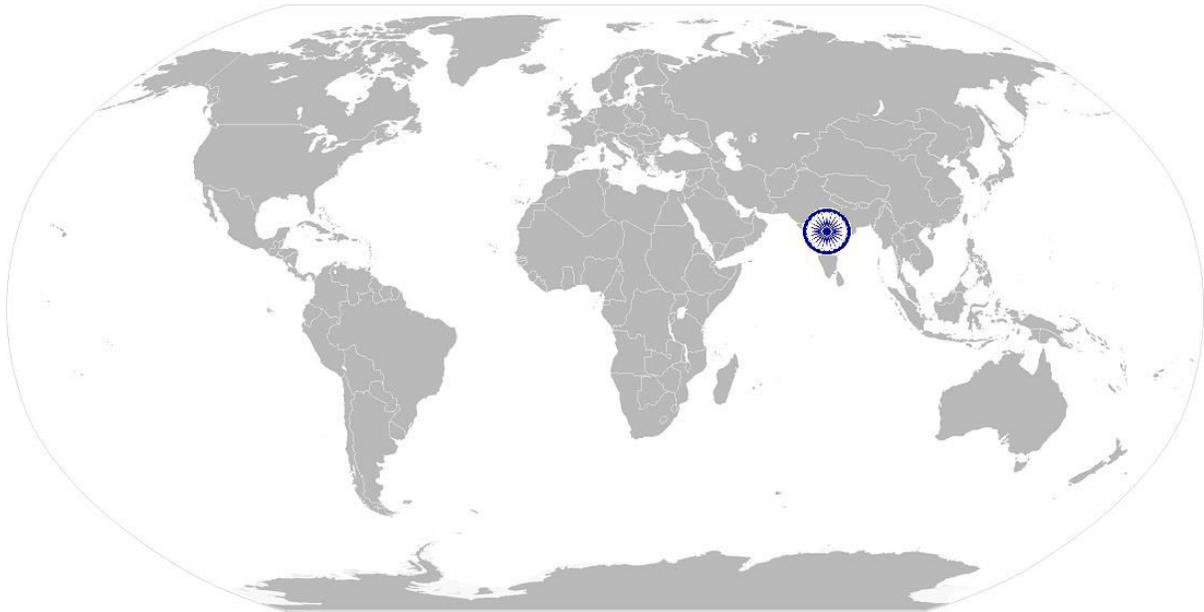
NOS Version Control

NOS Code	HCS/N3102		
Credits(NSQF)	TBD	Version number	1.0
Industry	Handicrafts and Carpet	Drafted on	13/03/15
Industry Sub-sector	Metalware	Last reviewed on	09/01/18
Occupation	Painting and Plating	Next review date	09/01/20





National Occupational Standard



Overview

This unit is about lacquering the metal surface giving a smooth and glossy finish on the surface.



HCS/N3103

Lacquer the metal surface

Unit Code	HCS/N3103
Unit Title (Task)	Lacquer the metal surface
Description	This OS unit is about lacquering the metal surface giving a smooth and glossy finish on the surface.
Scope	This unit/ task covers the following: <ul style="list-style-type: none"> Lacquer the metal surface Achieve quality standards
Performance Criteria(PC) w.r.t. the Scope	
Element	Performance Criteria
Lacquering the metal surface	To be competent, the user/ individual must be able to: <ul style="list-style-type: none"> PC1. take necessary safety precautions ensuring hazard free working environment PC2. provide adequate ventilation into the room PC3. wear appropriate attire PC4. ensure the work place to be clean and organized PC5. ensure the surface of the metal is dust free PC6. ensure appropriate temperature is maintained PC7. remove any residue that is left on the surface of the metal PC8. clean the surface of the metal PC9. ensure to use appropriate solvents to clean the surface PC10. ensure no dirt or scratch marks on the surface PC11. wipe with a soft cloth before beginning the process PC12. brush the lacquer to the metal surface PC13. maintain the appropriate distance between the lacquer spray can and the metal surface if using a spray can PC14. ensure the can is not held too far or near the metal surface PC15. do not overlap and create uneven surface PC16. ensure even distribution PC17. dry the metal surface
Achieving quality standards	To be competent, the user/ individual must be able to: <ul style="list-style-type: none"> PC18. ensure a smooth and glossy finish as per requirement PC19. ensure the target number of pieces are painted PC20. ensure the color and pattern are according to the requirements PC21. ensure the output delivered is defect free and hazard free
Knowledge and Understanding (K)	
A. Organizational Context (Knowledge of the company / organization and its processes)	The individual on the job needs understand: <ul style="list-style-type: none"> KA1. company's policies on: incentives, safety and hazards, personnel management and quality standards KA2. workflow involved in metal making making process of the company KA3. importance of the individual's role in the work process KA4. reporting structure KA5. documentation policy



HCS/N3103

Lacquer the metal surface

	KA6. customer profile
B. Technical Knowledge	The individual on the job needs to know and understand:
	KB1. metalcraft details
	KB2. metal making process and types of products
	KB3. various kinds of raw materials involved in the process
	KB4. different kinds of paint to be used based on the requirement
	KB5. preparation of the enamel and the metal surface
	KB6. creating designs and tracing the outline
	KB7. appropriate temperature to heat
	KB8. effects of rough and uneven surface of the metal before lacquering
	KB9. lacquering and creativity of designs to lacquer
	KB10. tools, consumables and equipments for painting, holding, heating etc.
	KB11. bringing the required tools and equipments to desired shape
	KB12. handling the tools and equipments for lacquering
	KB13. maintaining the tools and equipments for lacquering
	KB14. creating tools and equipments for lacquering
	KB15. use of hazardous acids and chemicals
	KB16. safety standards and precautions to be taken
	KB17. quality standards to be maintained
	KB18. standard operating procedure
KB19. market trend and customer preferences	
Skills (S) [Optional]	
A. Core Skills/ Generic Skills	Writing skills
	The individual on the job needs to know and understand:
	SA1. how to take notes or read about metal making making techniques
	Reading skills
	The individual on the job needs to know and understand:
SA2. how to read and write the notes from design	
SA3. how to read company policy documents	
Oral communication (Listening and Speaking skills)	
The individual on the job needs to know and understand:	
SA4. interact with team members to work efficiently	
SA5. communicate effectively with supervisor	
B. Professional Skills	Decision making
	The individual on the job needs to know and understand:
	SB1. how to share work load with the colleagues in the process
	SB2. how to multi task and deliver the final finished piece on time adhering to quality standards
	Plan and organize
The individual on the job needs to know and understand:	
SB3. how to plan for daily production	
SB4. how to plan for budget and material requirement	
Customer centricity	
The individual on the job needs to know and understand:	



HCS/N3103

Lacquer the metal surface

	SB5. the customer preference, taste, etc and accordingly make crafts
	Problem solving
	The individual on the job needs to know and understand: SB6. how to solve issues relating to material, cost and labour and ensure smooth production
	Analytical thinking
	The individual on the job needs to know and understand: SB7. how to analyse the material requirement, corrective action required during craft making
	Critical thinking
	The individual on the job needs to know and understand: SB8. how to spot process disruptions and delays
C. Technical Skills	Use of tools and consumables
	The individual on the job needs to know and understand: SC1. how to use the various painting tools such as brush, acids, handling materials and other consumables



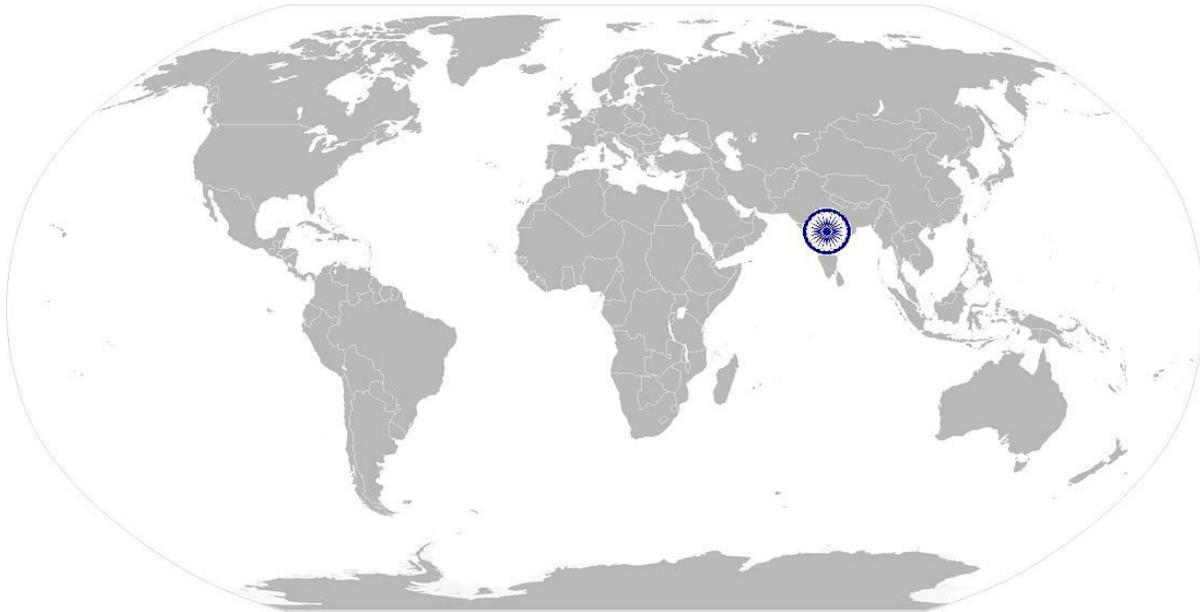


HCS/N3103

Lacquer the metal surface

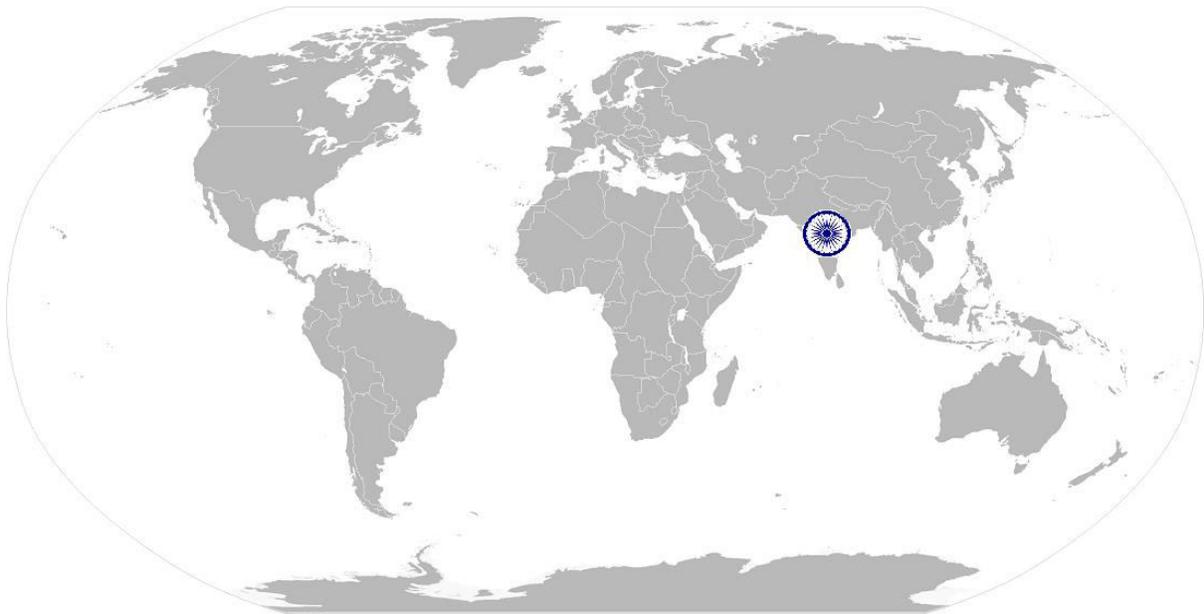
NOS Version Control

NOS Code	HCS/N3103		
Credits(NSQF)	TBD	Version number	1.0
Industry	Handicrafts and Carpet	Drafted on	13/03/15
Industry Sub-sector	Metalware	Last reviewed on	09/01/18
Occupation	Painting and Plating	Next review date	09/01/20





National Occupational Standard



Overview

This unit is about individual's coordination and communication level with colleagues and superiors so as to achieve the deliverable on time through a smooth workflow.



HCS/N9901

Coordinate with colleagues and work as a team

Unit Code	HCS/N9901
Unit Title (Task)	Coordination and team work with colleagues and superior
Description	This OS unit is about communicating and coordinating with colleagues and superiors in order to achieve smooth and hazard free work flow during production. It is about the ability to work as a team member, share work and multi task to meet the deliverable schedule and quality requirements, assuring no process disruptions.
Scope	This unit/ task covers the following: <ul style="list-style-type: none"> • Interact with supervisor or superior • Work as a team by coordinating with colleagues within and outside the department • Report and Document
Performance Criteria(PC) w.r.t. the Scope	
Element	Performance Criteria
Interact with supervisor or superior	To be competent, the user/ individual must be able to: <ul style="list-style-type: none"> PC1. receive job order and instructions from reporting supervisor PC2. understand the work output requirements, targets, performance indicators and incentives PC3. deliver quality work on time and report any anticipated reasons for delays PC4. report on any grievances, production defects and any potential hazards PC5. communicate on process flow improvements PC6. communicate maintenance and repair schedule proactively to the supervisor PC7. receive feedback on work standards PC8. interact and clarify doubts on design, usage of materials & tools, quality & standards compliance, etc PC9. report in time for shortage or need of raw materials PC10. handover completed work to supervisor
Work as a team by coordinating with colleagues within and outside the department	To be competent, the user/ individual must be able to: <ul style="list-style-type: none"> PC11. communicate to the colleagues from within and other departments, clearly and effectively on all aspects to carry out the work among the team PC12. maintain the etiquettes, use polite language, demonstrate responsible and disciplined behaviours to the colleagues PC13. interact with colleagues from different functions and understand the nature of their work PC14. put team over individual goals and multi task or share work where necessary supporting the colleagues PC15. resolve conflicts and ensure smooth workflow PC16. interact and understand the production requirement for the day from the previous and successive processing department and work accordingly PC17. communicate and discuss work flow related difficulties in order to find solutions with mutual agreement PC18. receive feedback from Quality Control and rework in order to complete work on time PC19. share information with colleagues to enable efficient delivery of work PC20. highlight any errors of colleagues, help to rectify and ensure quality output



HCS/N9901

Coordinate with colleagues and work as a team

	PC21. work with cooperation, coordination, communication and collaboration, with shared goals and supporting each others performance
Report and Document	To be competent, the user/ individual must be able to: PC22. document all the details accurately relating to one's role as required PC23. report on the work completed and keep it in records
Knowledge and Understanding (K)	
A. Organizational Context (Knowledge of the company / organization and its processes)	The individual on the job needs understand: KA1. company's policies on preferred language of communication, incentives, quality standards, personnel management, reporting and escalation matrix policy KA2. company's standard operating procedure (SOP) and the risk and impact of not following them KA3. procedures for working with colleagues, his/her role and responsibilities in relation to this KA4. organizational hierarchy and the line of reporting structure KA5. procedures to report employment related issues and to deal with conflicts KA6. work flow involved in the company's production process and the sequence of operations KA7. importance of the individual's role in the workflow and details of the individual responsibilities KA8. Work target and review mechanism KA9. common potential hazards in the work place and the procedures to deal with them KA10. tools and equipments handling procedure KA11. documentation procedures as required
B. Technical Knowledge	The individual on the job needs to know and understand: KB1. communicate effectively with various categories of people and the different departments in the organization KB2. build team coordination and work effectively in a team for organizational and individual success KB3. to document the job activity as required like the check sheets, history sheets, etc. KB4. help colleagues with specific issues and problems, meeting quality and time standards as a team KB5. listen actively to team members KB6. maintain the proper tone and pitch for communication, ethics and discipline for professional success KB7. develop effective working relationship with mutual trust and respect within the team KB8. express and address grievances appropriately, deal with difficult work relationships and manage the internal conflicts effectively.
Skills (S) [Optional]	
A. Core Skills/	Reading skills



HCS/N9901

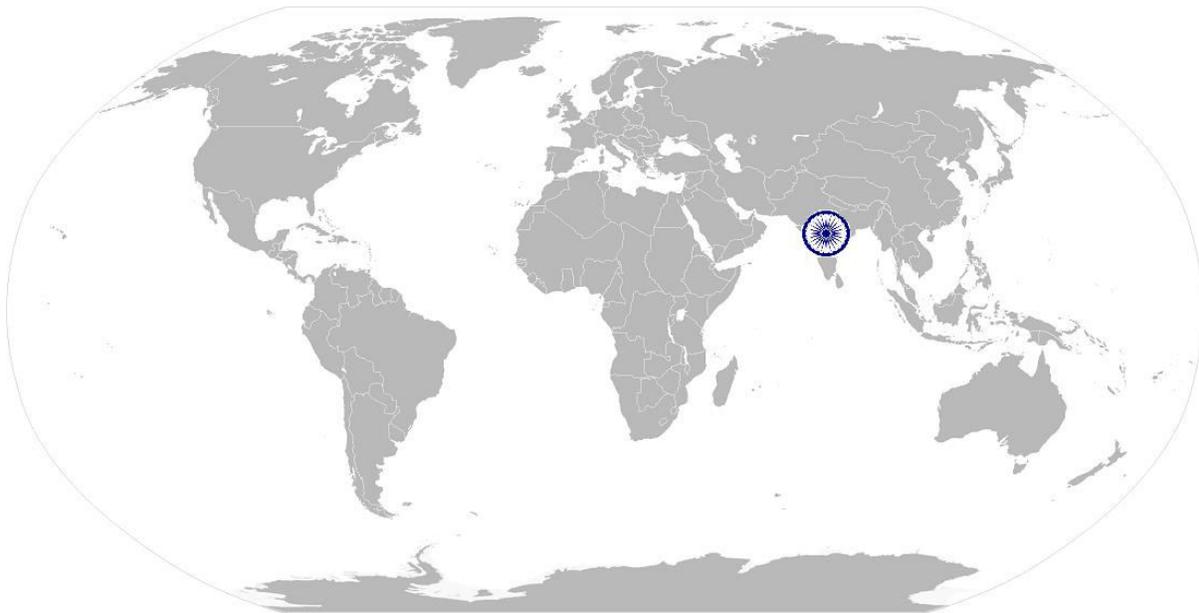
Coordinate with colleagues and work as a team

Generic Skills	The individual on the job needs to know and understand how to: SA1. read job sheets, design sheet and information displayed at the workplace SA2. read notes/comments from the supervisor SA3. read and understand manuals, health and safety instructions, memos etc
	Writing skills
	The individual on the job needs to know and understand how to: SA4. fill up documentation to one's role
	Communication skills
B. Professional Skills	The individual on the job needs to know and understand how to: SA5. interact with team members to work efficiently SA6. communicate effectively with supervisor
	Decision making skills
	The individual on the job needs to know and understand how to: SB1. report to supervisor and deal with a colleague individually, depending on the type of concern
	Plan and Organize
	The individual on the job needs to know and understand how to: SB2. communicate with superiors as required
	Customer centricity
	The individual on the job needs to know and understand how to: SB3. communicate with customers / clients and understand their preferences
	Problem solving
	The individual on the job needs to know and understand how to: SB4. resolve problems / conflicts through proper communication
	Analytical thinking
The individual on the job needs to know and understand how to: SB5. analyse and communicate as per the requirement	
Critical thinking	
The individual on the job needs to know and understand how to: SB6. spot and communicate potential areas of disruptions to work process and report the same	



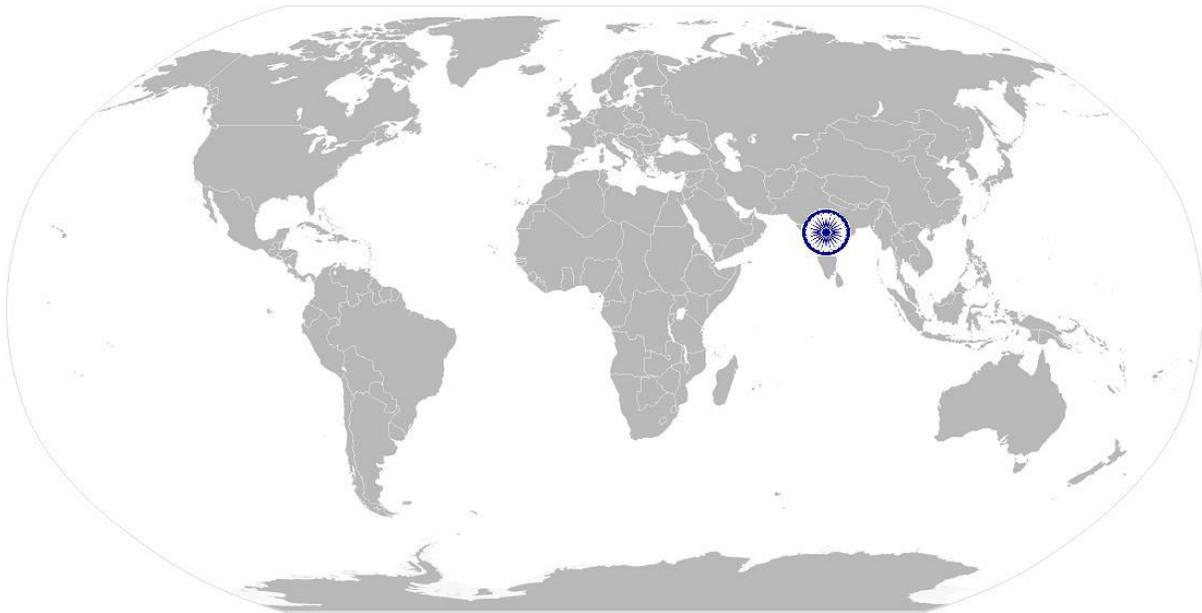
HCS/N9901 Coordinate with colleagues and work as a team
NOS Version Control

NOS Code	HCS/N9901		
Credits(NSQF)	TBD	Version number	1.0
Industry	Handicrafts and Carpet	Drafted on	23/02/15
Industry Sub-sector	Handicrafts	Last reviewed on	09/01/18
Occupation	Pre-production / Craft making / Finishing	Next review date	09/01/20





National Occupational Standard



Overview

This unit is about the individual's effort to maintain safe work environment.



HCS/N9902

Maintain safe work environment

Unit Code	HCS/N9902
Unit Title (Task)	Maintain safe work environment
Description	This OS unit is about following adequate safety procedures to make work environment safe.
Scope	This unit/ task covers the following: <ul style="list-style-type: none"> Follow safety procedure and practices Achieve safety standards
Performance Criteria(PC) w.r.t. the Scope	
Element	Performance Criteria
Follow safety procedure and practices	To be competent, the user/ individual must be able to: <ul style="list-style-type: none"> PC1. comply with safety procedures while on work to prevent accidents PC2. take adequate safety measures while handling materials, chemicals and tools PC3. wear appropriate personal protective gears such as gloves, protective goggles, masks etc. while working PC4. undertake basic safety checks before operation of all tools and electrical equipments PC5. wear appropriate and recommended clothing as per the work environment (eg: working in a furnace area) PC6. follow recommended material handling procedure to control material and personal damage PC7. perform all procedures as per company's work instructions for controlling operational risk PC8. perform the duties in a manner which minimizes environmental damage PC9. dispose of waste safely and correctly in a designated area as per company's SOP PC10. report any accidents, incidents or problems without delay to the supervisor and take necessary immediate action to reduce further danger
Achieve safety standards	To be competent, the user/ individual must be able to: <ul style="list-style-type: none"> PC11. ensure zero accident at workplace PC12. adhere to safety standards and ensure no material damage
Knowledge and Understanding (K)	
A. Organizational Context (Knowledge of the company / organization and its processes)	The individual on the job needs to know and understand: <ul style="list-style-type: none"> KA1. company's policies on work safety and occupational hazard management KA2. company's HR policies KA3. company's reporting structure KA4. company emergency evacuation procedure



HCS/N9902

Maintain safe work environment

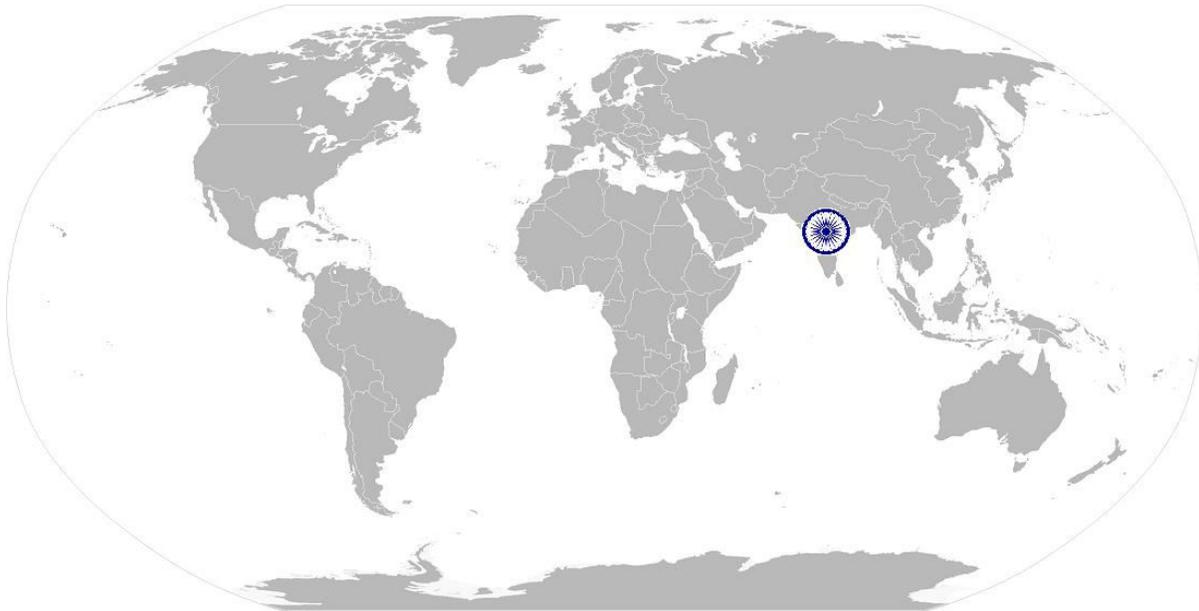
<p>B. Technical Knowledge</p>	<p>The individual on the job needs to know and understand:</p> <p>KB1. accidental risks to the worker</p> <p>KB2. how to maintain the work area safe and secure</p> <p>KB3. how to perform the duties in a way to minimize accidental risks</p> <p>KB4. how to handle chemicals</p> <p>KB5. purpose and usage of protective gears such as gloves , protective goggles, masks, etc. while working</p> <p>KB6. material handling procedure</p> <p>KB7. standard Operating Procedure (SOP) of processes</p> <p>KB8. precautionary activities to be followed in the processes</p> <p>KB9. how to operate tools and electrical equipments</p> <p>KB10. emergency procedures to be followed in case of an mishap such as fire accidents etc.</p>
<p>Skills (S) [Optional]</p>	
<p>A. Core Skills/ Generic Skills</p>	<p>Reading skills</p> <p>To be competent, the user/ individual must be able to:</p> <p>SA1. read safety instructions, safety signage and safety manuals</p> <p>SA2. read the usage of various safety tools and equipments</p> <p>Writing skills</p> <p>To be competent, the user/ individual must be able to:</p> <p>SA3. take notes on descriptions and details of various safety precautions and procedures as instructed</p> <p>Communication Skills</p> <p>To be competent, the user/ individual must be able to:</p> <p>SA4. communicate supervisor about the work safety issues</p> <p>SA5. receive instructions from supervisor on minimizing the accidental risks</p> <p>SA6. communicate co-workers about the precautions to be taken for accident free work</p>
<p>B. Professional Skills</p>	<p>Decision Making skills</p> <p>The individual on the job needs to know and understand:</p> <p>SB1. how to select appropriate safety tools and equipments</p> <p>Plan and Organize</p> <p>The individual on the job needs to know and understand:</p> <p>SB2. improve work processes by adopting best safety practices</p> <p>Customer centricity</p> <p>The individual on the job needs to know and understand:</p> <p>SB3. coordinate with different departments on briefing the safety aspects</p> <p>SB4. guide the team members on use of various safety tools and equipments</p> <p>Problem solving</p> <p>The individual on the job needs to know and understand:</p> <p>SB5. improve work processes by adopting best safety practices</p>



HCS/N9902

Maintain safe work environment

	Analytical thinking
	The individual on the job needs to know and understand: SB6. analyse the usage of appropriate tools and consumables
	Critical thinking
	The individual on the job needs to know and understand how to: SB7. spot errors and any other disruptions and communicate with solutions
C. Technical Skills	Handling tools, equipments and chemicals
	The individual on the job needs to know and understand: SC1. how to use safety equipments such as fire extinguisher during fire accidents SC2. how to store chemicals and tools in a safe way SC3. how to use tools and equipments without causing any injury to fellow workers



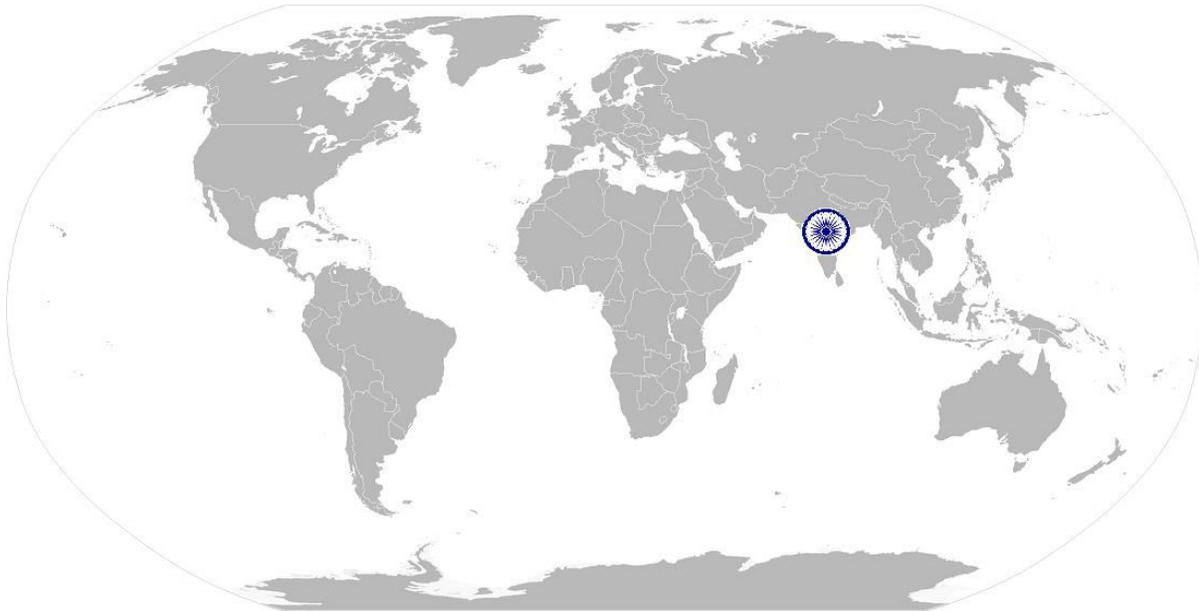


HCS/N9902

Maintain safe work environment

NOS Version Control

NOS Code	HCS/N9902		
Credits(NSQF)	TBD	Version number	1.0
Industry	Handicrafts and Carpet	Drafted on	23/02/15
Industry Sub-sector	Handicrafts	Last reviewed on	09/01/18
Occupation	Pre-production / Craft making / Finishing	Next review date	09/01/20

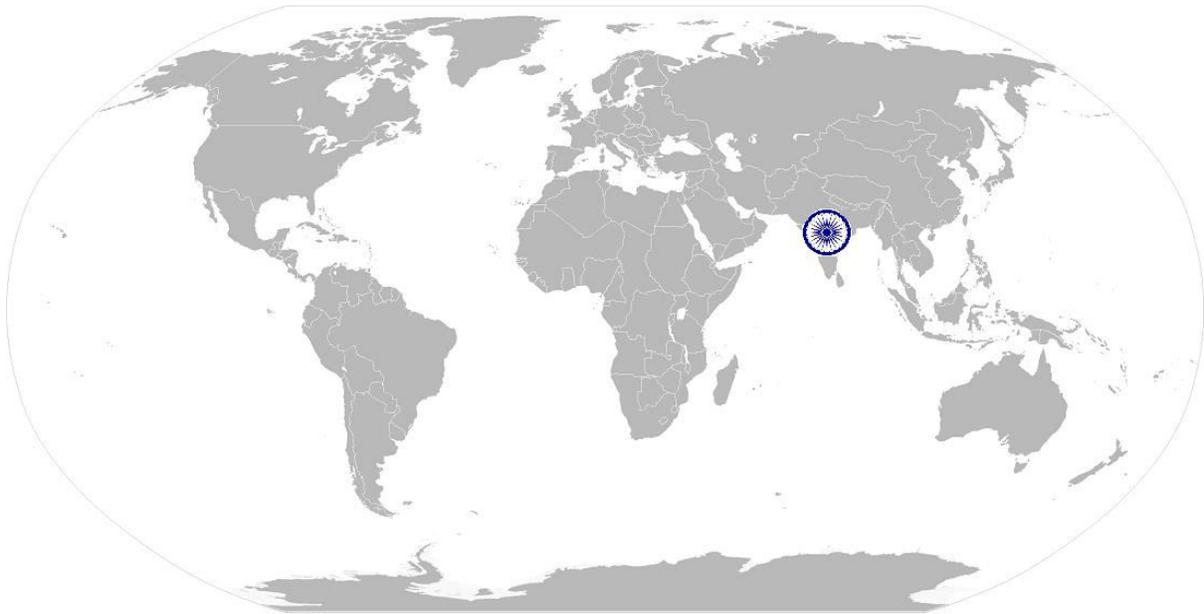




HCS/N9903

Maintain personal health

National Occupational Standard



Overview

This unit is about managing personal health at work place.



HCS/N9903

Maintain personal health

Unit Code	HCS /N9903
Unit Title (Task)	Maintain personal health
Description	This OS unit is about managing personal health at work place.
Scope	This unit/ task covers the following: <ul style="list-style-type: none"> • Adopt healthy work practices • Achieve work productivity while maintaining health
Performance Criteria(PC) w.r.t. the Scope	
Element	Performance Criteria
Adopt healthy work practices	To be competent, the user/ individual must be able to: <p>PC1. always cover the mouth and nose with a dust mask while working and keep on changing when it gets blocked with dust</p> <p>PC2. follow work instructions strictly to reduce the amount of pollution at the work place e.g. wet the rock / craft material before working on it</p> <p>PC3. wear protective goggles over eyes and replace them when scratches on it obscure the vision</p> <p>PC4. wear gloves as per the materials used for making handicraft to avoid blisters; scratches and cuts</p> <p>PC5. undergo preventive health checkups at regular intervals</p> <p>PC6. take prompt treatment from the doctor in case of illness</p> <p>PC7. follow SOPs for dealing with blisters; scratches; accidental fires or any other type of emergencies at work</p>
Achieve work productivity while maintaining health	To be competent, the user/ individual must be able to: <p>PC8. ensure no productivity loss or absenteeism from work due to illness</p> <p>PC9. ensure no long term ill effect on the personal health</p>
Knowledge and Understanding (K)	
A. Organizational Context (Knowledge of the company / organization and its processes)	The individual on the job needs to know and understand: <p>KA1. company's policies on: personal health and occupational hazard management</p> <p>KA2. company's HR policies</p> <p>KA3. company's reporting structure</p> <p>KA4. company's emergency evacuation procedure</p>
B. Technical Knowledge	The individual on the job needs to know and understand: <p>KB1. health risks to the worker at the work place</p> <p>KB2. healthy work practices</p> <p>KB3. how to perform the duties in a way to minimize pollution at the work place</p> <p>KB4. what personal protective equipments should be worn and how it is cared for</p> <p>KB5. safe disposal methods for waste</p> <p>KB6. how to provide the first aid treatment at workplace</p> <p>KB7. emergency procedures to be followed in case of an mishap such as fire accidents etc.</p>



HCS/N9903

Maintain personal health

Skills (S)	
A. Core Skills/ Generic Skills	Reading skills
	To be competent, the user/ individual must be able to: SA1. read personal health instructions and manual SA2. read the usage of various hand tools and personal protection equipments
	Writing skills
	To be competent, the user/ individual must be able to: SA3. take notes on descriptions and details of various personal health maintenance procedures
	Communication Skills
	To be competent, the user/ individual must be able to: SA4. communicate supervisor about the physical symptoms SA5. receive instructions from doctor and supervisor on medical care
B. Professional Skills	Decision Making
	The user/individual on the job needs to know and understand: SB1. how to select appropriate hand tools and personal protection equipments SB2. when to change personal protection equipments during the work SB3. how to identify first aid needs in case and of an injury
	Plan and organize
	The user/individual on the job needs to know and understand: SB4. how to select appropriate hand tools and personal protection equipments SB5. when to change personal protection equipments during the work
	Customer centricity
	The user/individual on the job needs to know and understand: SB6. how to use materials that does not affect customer health / make injury
	Problem solving
	The individual on the job needs to know and understand: SB7. improve work processes by adopting best safety practices
	Analytical thinking
	The individual on the job needs to know and understand: SB8. analyse the usage of appropriate tools and consumables
Critical thinking	
	The individual on the job needs to know and understand how to: SB9. spot errors and any other disruptions and communicate with solutions

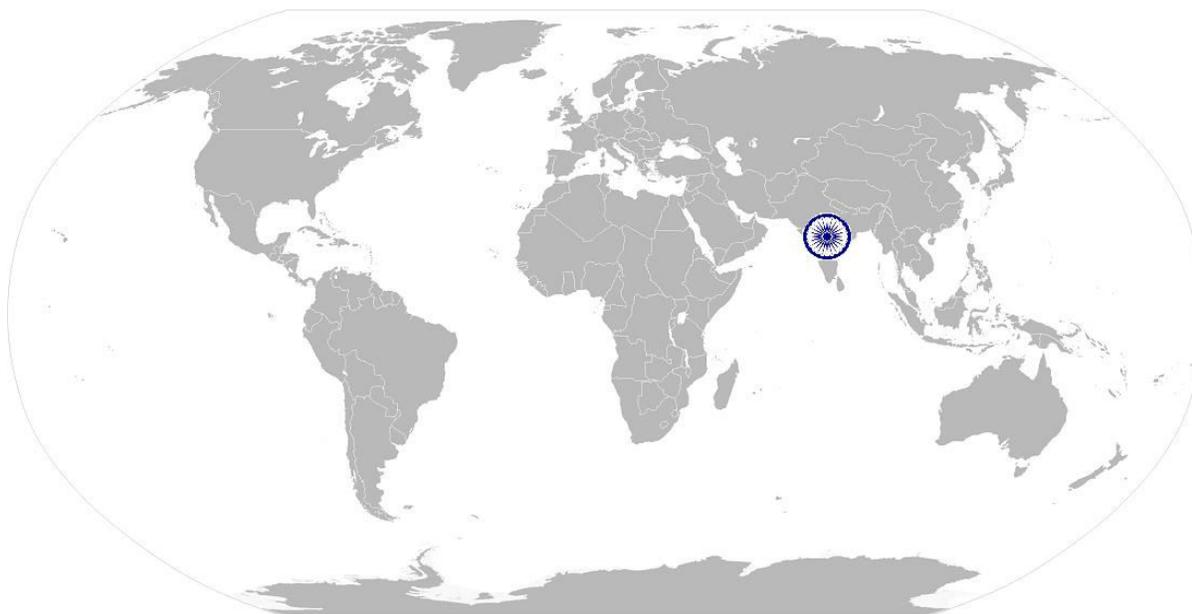


HCS/N9903

Maintain personal health

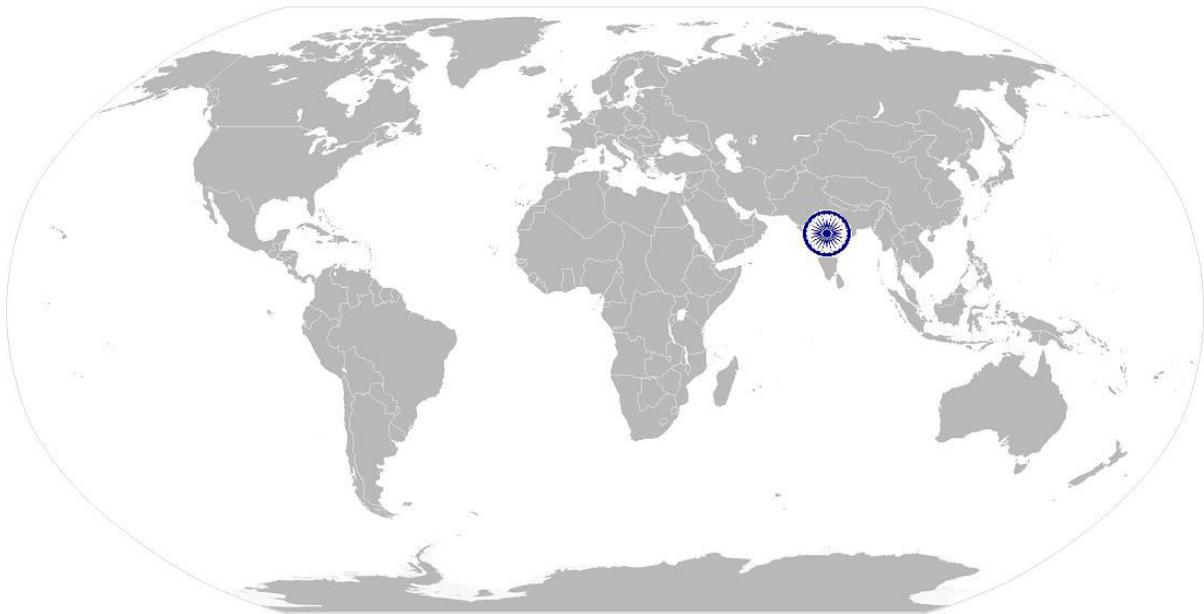
NOS Version Control

NOS Code	HCS/N9903		
Credits(NSQF)	TBD	Version number	1.0
Industry	Handicrafts and Carpet	Drafted on	23/02/15
Industry Sub-sector	Handicrafts	Last reviewed on	09/01/18
Occupation	Pre-production / Craft making / Finishing	Next review date	09/01/20





National Occupational Standard



Overview

This unit is about successful basic business management in handicraft units



HCS/N9904

Basic business management

Unit Code	HCS/N9904
Unit Title (Task)	Basic business management
Description	This OS unit is about basic business management in handicraft units. This OS unit is to aid in successful management of business
Scope	This unit/ task covers the following: <ul style="list-style-type: none"> • People management • Product planning • Procurement of raw materials • Market interfacing • Financial management • Record keeping
Performance Criteria(PC) w.r.t. the Scope	
Element	Performance Criteria
People management	To be competent, the user/ individual must be able to: <ul style="list-style-type: none"> PC1. allot work to the employees of the unit according to their skill and experience PC2. train the employees of his/her unit with the appropriate skills required to make market relevant and quality products PC3. motivate the employees PC4. handle the grievances/issues that are raised by the employees PC5. manage the employee expectations
Product planning	To be competent, the user/ individual must be able to: <ul style="list-style-type: none"> PC6. gather and analyse the cues from the market PC7. ascertain the customer preference PC8. create product lines based on current market preference PC9. create product lines that are unique and able to price high PC10. price the products according to market trends PC11. decide the best way to market the product lines
Procurement of raw materials	To be competent, the user/ individual must be able to: <ul style="list-style-type: none"> PC12. make a list of raw materials required according to the product lines PC13. ascertain the quantity and right price to procure the materials PC14. identify the right locations/agents from where the raw materials can be procured PC15. negotiate to get the best price PC16. ensure quality materials are procured PC17. ensure the procured materials are stored in appropriate conditions PC18. maintain the bills and record the prices of procurement for future reference PC19. maintain healthy vendor relationships
Market interfacing	To be competent, the user/ individual must be able to: <ul style="list-style-type: none"> PC20. identify the nearest market PC21. analyze the prevalent price for product lines PC22. decide on the most effective means to access the market PC23. plan for cost effective transportation to the market PC24. position the product according to market requirements



HCS/N9904

Basic business management

	PC25. manage customer expectations
Financial management	To be competent, the user/ individual must be able to: PC26. analyze and ascertain the cost of production PC27. maintain the book of accounts related to the business PC28. own and operate a bank account PC29. identify cost effective means of running business
Record keeping	To be competent, the user/ individual must be able to: PC30. identify various aspects of business that require recording PC31. create formats for recording PC32. make various records pertaining to all aspects of business PC33. maintain these records with periodic updation PC34. maintain necessary documents as per local government and regulatory requirement PC35. analyze the records and glean various trends from the same
Knowledge and Understanding (K)	
A. Technical Knowledge	The individual on the job needs to know and understand: KA1. interpersonal skills and communication with cross section of stakeholders KA2. basics of accounting KA3. basics of banking KA4. costing principles KA5. product and craft knowledge including material and tools requirement KA6. gathering market intelligence KA7. various transportation means and implication on costing KA8. various product lines that can be created depending on sector of operation KA9. basic record keeping techniques KA10. basic laws, rules, regulations, etc with reference to business KA11. vendor management and development KA12. pricing techniques KA13. business profitability assessment
Skills (S)	
A. Core Skills/ Generic Skills	Reading skills
	The individual on the job needs to know and understand how to: SA1. read about various products and keep abreast of market trends
	Writing skills
	The individual on the job needs to know and understand how to: SA2. document various aspects of business SA3. write descriptions and details about investment, expenditures and sale
B. Professional Skills	Communication skills
	The individual on the job needs to know and understand how to: SA4. interact with employees to work efficiently SA5. communicate and manage vendors SA6. interface with fellow entrepreneurs to exchange ideas on the business SA7. communicate with the customers SA8. comprehend information shared by various stakeholders
	Decision making skills



HCS/N9904

Basic business management

	The individual on the job needs to know and understand how to: SB1. finalize the product lines SB2. fix the appropriate price SB3. hire the employees with appropriate skill set and experience SB4. predict the profit margin to be achieved by the business SB5. decide on which market segment to target
	Plan and organize
	The individual on the job needs to know and understand how to: SB6. schedule production cycles SB7. estimate resources SB8. schedule market visits
	Customer centricity
	The individual on the job needs to know and understand how to: SB9. gather information on customer preference and taste SB10. interact with various types of customers and understand the trends
	Problem solving
	The individual on the job needs to know and understand how to: SB11. analyze and solve conflicts and problems pertaining to the business SB12. ensure that the problems do not arise repeatedly SB13. anticipate various problems/challenges that can crop up
	Analytical thinking
	The individual on the job needs to know and understand how to: SB14. analyse the market for increasing the sales
	Critical thinking
	The individual on the job needs to know and understand how to: SB15. spot errors and any other disruptions and communicate with solutions

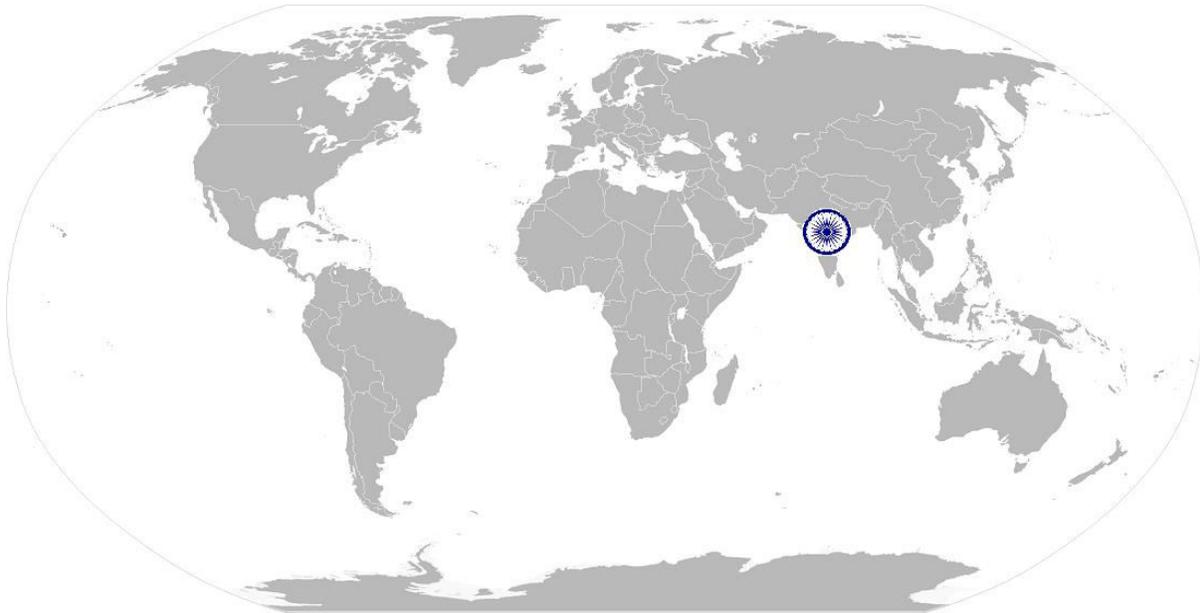


HCS/N9904

Basic business management

NOS Version Control

NOS Code	HCS/N9904		
Credits(NSQF)	TBD	Version number	1.0
Industry	Handicrafts and Carpet	Drafted on	23/02/15
Industry Sub-sector	Handicrafts	Last reviewed on	09/01/18
Occupation	Pre-production / Craft making / Finishing	Next review date	09/01/20

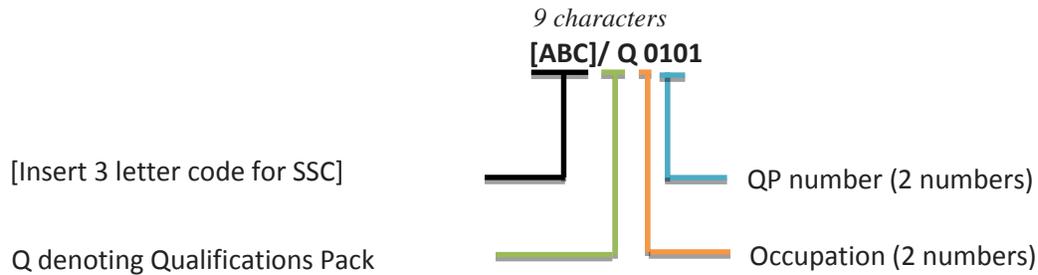




Annexure

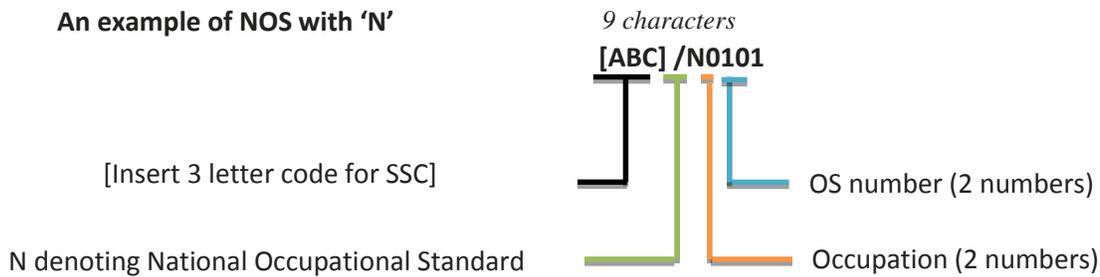
Nomenclature for QP and NOS

Qualifications Pack



Occupational Standard

An example of NOS with 'N'





The following acronyms/codes have been used in the nomenclature above:

Sub-sector	Range of Occupation numbers
Ceramics	01 – 10
Fashion Jewellery	11 - 13
Stoneware	14 - 19
Glassware	20 - 27
Metalware crafts	28 - 37
Leather crafts	38 - 43
Paper Mache	44 - 49
Carpets & rugs	50 – 59
Horn bone & shell craft	60 – 65
Wood ware, dolls & toys	66 – 71
Hand printed, Embroidered / knitted & crocheted textiles	72 – 77
Agarbatti	78 – 82
Paper crafts	83 – 86
NER crafts	87 – 92
Miscellaneous crafts	93 - 95
Generic Occupation	96 – 99

Sequence	Description	Example
Three letters	Handicrafts and Carpet Sector Skill Council	HCS
Slash	/	/
Next letter	Whether QP or NOS	Q
Next two numbers	Occupation code	01
Next two numbers	OS number	01



CRITERIA FOR ASSESSMENT OF TRAINEES

Job Role : Painter (Metal Handicrafts)

Qualification Pack : HCS/Q3101

Sector Skill Council : Handicrafts and Carpet

1. Criteria for assessment for each Qualification Pack will be created by the Sector Skill Council. Each Performance Criteria (PC) will be assigned marks proportional to its importance in NOS. SSC will also lay down proportion of marks for each PC.
2. Each NOS will be assessed both for theoretical knowledge and practical
3. The assessment will be based on knowledge bank of questions created by the SSC.
4. Individual assessment agencies will create unique question papers for theory and skill practical part for each candidate at each examination/training center
5. To pass the Qualification Pack, every trainee should score a minimum of 70% in every NOS
6. In case of successfully passing only certain number of NOS's, the trainee is eligible to take subsequent assessment on the balance NOS's to pass the Qualification Pack

Total Marks: 700				Mark Allocation	
Assessment outcomes	Assessment Criteria for outcomes	Total Marks	Out of	Theory	Skills Practical
1. HCS/N3101 Perform pre painting requirements	PC1. receive instructions on work requirement from superior – design, colour combinations, type of surface, areas to paint, etc.	100	5	2	3
	PC2. plan the target on number of pieces to be completed		5	2	3
	PC3. ensure all the raw materials required such as brush, acids, handling materials and other consumables are bought		5	2	3
	PC4. collect and arrange the materials to begin the process		5	2	3
	PC5. report on any shortage or defect of raw materials to the concerned person		5	2	3
	PC6. ensure to stock the required materials in advance		5	2	3
	PC7. collect the metal product to be painted		5	2	3
	PC8. mix the necessary components such as pigments		5	2	3
	PC9. blend the components to form the paint for primer coats		5	2	3
	PC10. inspect the metal surface completely to identify the areas of rust, damage, stains, etc.		5	2	3
	PC11. ensure these areas are taken special care during the painting process		5	2	3
	PC12. ensure the surface of the metal is clean and dry, before applying the paint		5	2	3
	PC13. ensure to wear safety goggles and mask while preparing the surface		5	2	3
	PC14. remove any traces of oil, dust and grease		5	2	3



Qualifications Pack For Painter (Metal Handicrafts)

	on the surface so that it does not interrupt the paint to stay on the surface				
	PC15. degrease using solvents or acid solution		5	2	3
	PC16. remove rust if any on the surface before the painting process		5	2	3
	PC17. ensure to de-rust using appropriate acid or solvents at appropriate room temperature		5	2	3
	PC18. perform phosphate coating at room temperature		5	2	3
	PC19. prepare the surface of the metal even and correct any imperfections		5	2	3
	PC20. rough up the surface if required		5	2	3
	TOTAL POINTS		100	40	60
2. HCS/N3102 Apply paint on the metal surface	PC1. decide on the appropriate application process and the suitable type of paint to be used	100	3	1	2
	PC2. ensure to select the suitable primer paint based on the type of metal being painted		3	1	2
	PC3. cover the work area with some cloth or paper to avoid spill of paint		3	1	2
	PC4. apply the color to the prepared surface using brush, roller, spray or other similar equipments based on the requirement and surface of the metal		4	2	2
	PC5. perform the primer coat, intermediate coat, stripe coats and finish coats as per requirements with the specified prepared paint		4	2	2
	PC6. ensure to perform painting in a well ventilated and well lightened place		4	2	2
	PC7. ensure to avoid humid conditions while painting as it can affect the drying of paint		4	2	2
	PC8. ensure the appropriate room temperature is maintained in the room where painting is carried out		4	2	2
	PC9. ensure to wear appropriate attire and take necessary eye precautions while painting		4	2	2
	PC10. shake the paint can if using a sprayer can to paint the metal		3	1	2
	PC11. apply the paint by dipping or spraying onto the surface		3	1	2
	PC12. use jigs to hold the metal while painting and ensure not to drop the metal product		3	1	2
	PC13. ensure the paint doesn't spill over		4	2	2
	PC14. ensure to use the colors one by one and separate brushes for every color		4	2	2
PC15. ensure not to thick coat the paint as it	4	2	2		



Qualifications Pack For Painter (Metal Handicrafts)



	becomes difficult to dry				
	PC16. ensure the various compositions of paints used are compatible with one another		4	2	2
	PC17. use thinner if specified in the job sheet as per requirement		4	2	2
	PC18. dry the paint before beginning the second coat		4	2	2
	PC19. ensure the paint is spread evenly across the metal surface		3	1	2
	PC20. perform sanding if smoother finish is required		4	2	2
	PC21. dry the painted surface for the appropriate required time		4	2	2
	PC22. ensure the metal completely isolate air and water contact to the metal surface		4	2	2
	PC23. ensure the coating thickness, durability, color, clarity, etc. are according to the design prescribed and to the customer or client requirement		4	2	2
	PC24. ensure a hard or smooth and glossy finish as per requirement		3	1	2
	PC25. ensure the target number of pieces are painted		4	2	2
	PC26. ensure the colour and pattern are according to the		4	2	2
	PC27. ensure the output delivered is defect free and hazard free		4	2	2
	TOTAL POINTS		100	46	54
3. HCS/N3103 Lacquer the metal surface	PC1. take necessary safety precautions ensuring hazard free working environment	100	4	2	2
	PC2. provide adequate ventilation into the room		5	2	3
	PC3. wear appropriate attire		4	2	2
	PC4. ensure the work place to be clean and organized		5	2	3
	PC5. ensure the surface of the metal is dust free		5	2	3
	PC6. ensure appropriate temperature is maintained		5	2	3
	PC7. remove any residue that is left on the surface of the metal		5	2	3
	PC8. clean the surface of the metal		5	2	3
	PC9. ensure to use appropriate solvents to clean the surface		4	2	2
	PC10. ensure no dirt or scratch marks on the surface		5	2	3
	PC11. wipe with a soft cloth before beginning the process		4	2	2
	PC12. brush the lacquer to the metal surface		4	2	2
	PC13. maintain the appropriate distance		5	2	3



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	between the lacquer spray can and the metal surface if using a spray can				
	PC14. ensure the can is not held too far or near the metal surface		5	2	3
	PC15. do not overlap and create uneven surface		5	2	3
	PC16. ensure even distribution		5	2	3
	PC17. dry the metal surface		5	2	3
	PC18. ensure a smooth and glossy finish as per requirement		5	2	3
	PC19. ensure the target number of pieces are painted		5	2	3
	PC20. ensure the colour and pattern are according to the requirements		5	2	3
	PC21. ensure the output delivered is defect free and hazard free		5	2	3
	TOTAL POINTS		100	42	58
4. HCS/N9901 Coordinate with colleagues and work as a team	PC1. receive job order and instructions from reporting supervisor	100	4	3	1
	PC2. understand the work output requirements, targets, performance indicators and incentives		5	4	1
	PC3. deliver quality work on time and report any anticipated reasons for delays		5	1	4
	PC4. report on any grievances, production defects and any potential hazards		4	2	2
	PC5. communicate on process flow improvements		4	2	2
	PC6. communicate maintenance and repair schedule proactively to the supervisor		4	1	3
	PC7. receive feedback on work standards		4	2	2
	PC8. interact and clarify doubts on design, usage of materials & tools, quality & standards compliance, etc		5	2	3
	PC9. report in time for shortage or need of raw materials		4	1	3
	PC10. handover completed work to supervisor		4	2	2
	PC11. communicate to the colleagues from within and other departments, clearly and effectively on all aspects to carry out the work among the team		5	2	3
	PC12. maintain the etiquettes, use polite language, demonstrate responsible and disciplined behaviours to the colleagues		5	2	3
	PC13. interact with colleagues from different		4	2	2



	functions and understand the nature of their work				
	PC14. put team over individual goals and multi task or share work where necessary supporting the colleagues		4	2	2
	PC15. resolve conflicts and ensure smooth workflow		4	1	3
	PC16. interact and understand the production requirement for the day from the previous and successive processing department and work accordingly		4	1	3
	PC17. communicate and discuss work flow related difficulties in order to find solutions with mutual agreement		4	1	3
	PC18. receive feedback from Quality Control and rework in order to complete work on time		5	1	4
	PC19. share information with colleagues to enable efficient delivery of work		6	3	3
	PC20. highlight any errors of colleagues, help to rectify and ensure quality output		4	2	2
	PC21. work with cooperation, coordination, communication and collaboration, with shared goals and supporting each others performance		4	1	3
	PC22. document all the details accurately relating to one's role as required		4	1	3
	PC23. report on the work completed and keep it in records		4	1	3
	TOTAL POINTS		100	40	60
5. HCS/N9902 Maintain safe work environment	PC1. comply with safety procedures while on work to prevent accidents	100	8	2	6
	PC2. take adequate safety measures while handling materials, chemicals and tools		8	2	6
	PC3. wear appropriate personal protective gears such as gloves, protective goggles, masks etc. while working		8	2	6
	PC4. undertake basic safety checks before operation of all tools and electrical equipments		9	2	7
	PC5. wear appropriate and recommended clothing as per the work environment (eg: working in a furnace area)		9	2	7



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	PC6. follow recommended material handling procedure to control material and personal damage		8	2	6
	PC7. perform all procedures as per company's work instructions for controlling operational risk		8	4	4
	PC8. perform the duties in a manner which minimizes environmental damage		6	2	4
	PC9. dispose of waste safely and correctly in a designated area as per company's SOP		8	2	6
	PC10. report any accidents, incidents or problems without delay to the supervisor and take necessary immediate action to reduce further danger		8	4	4
	PC11. ensure zero accident at workplace		10	2	8
	PC12. adhere to safety standards and ensure no material damage		10	2	8
	TOTAL POINTS		100	28	72
6. HCS/N9903 Maintain personal health	PC1. always cover the mouth and nose with a dust mask while working and keep on changing when it gets blocked with dust	100	12	4	8
	PC2. follow work instructions strictly to reduce the amount of pollution at the work place e.g. wet the rock / craft material before working on it		10	2	8
	PC3. wear protective goggles over eyes and replace them when scratches on it obscure the vision		10	2	8
	PC4. wear gloves as per the materials used for making handicraft to avoid blisters; scratches and cuts		10	2	8
	PC5. undergo preventive health checkups at regular intervals		10	2	8
	PC6. take prompt treatment from the doctor in case of illness		11	3	8
	PC7. follow SOPs for dealing with blisters; scratches; accidental fires or any other type of emergencies at work		11	4	7
	PC8. ensure no productivity loss or absenteeism from work due to illness		13	3	10
	PC9. ensure no long term ill effect on the personal health		13	3	10
	TOTAL POINTS		100	25	75



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7. HCS/N9904 Basic business management	PC1. allot work to the employees of the unit according to their skill and experience	100	3	1	2
	PC2. train the employees of his/her unit with the appropriate skills required to make market relevant and quality products		3	1	2
	PC3. motivate the employees		2	1	1
	PC4. handle the grievances/issues that are raised by the employees		2	1	1
	PC5. manage the employee expectations		2	1	1
	PC6. gather and analyse the cues from the market		2	1	1
	PC7. ascertain the customer preference		3	1	2
	PC8. create product lines based on current market preference		3	1	2
	PC9. create product lines that are unique and able to price high		3	1	2
	PC10. price the products according to market trends		3	1	2
	PC11. decide the best way to market the product lines		3	1	2
	PC12. make a list of raw materials required according to the product lines		2	0	2
	PC13. ascertain the quantity and right price to procure the materials		3	1	2
	PC14. identify the right locations/agents from where the raw materials can be procured		3	1	2
	PC15. negotiate to get the best price		3	0	3
	PC16. ensure quality materials are procured		4	1	3
	PC17. ensure the procured materials are stored in appropriate conditions		3	1	2
	PC18. maintain the bills and record the prices of procurement for future reference		3	1	2
	PC19. maintain healthy vendor relationships		3	1	2
	PC20. identify the nearest market		3	1	2
	PC21. analyze the prevalent price for product lines		3	2	1
	PC22. decide on the most effective means to access the market		2	1	1
	PC23. plan for cost effective transportation to the market		3	1	2
	PC24. position the product according to		3	1	2



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	market requirements				
	PC25. manage customer expectations		2	0	2
	PC26. analyze and ascertain the cost of production		3	1	2
	PC27. maintain the book of accounts related to the business		3	1	2
	PC28. own and operate a bank account		4	2	2
	PC29. identify cost effective means of running business		3	1	2
	PC30. identify various aspects of business that require recording		3	2	1
	PC31. create formats for recording		3	2	1
	PC32. make various records pertaining to all aspects of business		3	2	1
	PC33. maintain these records with periodic updation		3	2	1
	PC34. maintain necessary documents as per local government and regulatory requirement		3	2	1
	PC35. analyze the records and glean various trends from the same		3	2	1
	TOTAL POINTS		100	40	60